

## 2018 Workplan

### Goal: Self-Advocacy/Self-Determination

Establish, strengthen, and expand self-advocacy activities among persons with developmental disabilities so they will become empowered to be self-determined.

Objectives	Key Activities	Tasks/Projects	Resources	Committee	Outcomes
Objective 1: From 2017 to 2018, the Council will increase and support opportunities for persons with I/DD who are community leaders, to provide leadership training and peer mentoring that will prepare and support their peers who wish to promote the positive perception and inclusion of persons with I/DD in their community.	Promote leadership training to at least 20 schools, 10 parent groups, 30 provider organizations, and 5 media organizations across the state.	Meet with at least four leadership training organizations (grantees and one CIL org) to determine in what other ways the Council can help them promote recruitment.	Staff	PR/Marketing	Increase of self-advocates and family members from the prior year will be recruited into leadership trainings across the state.
		Disseminate informational flyers and contact schools, parent groups, provider organizations, and media to increase recruitment of leadership trainings across the state.	Staff	PR/Marketing	
		Attend and write stories on at least four trainings in areas dispersed across the state, including at least one culturally diverse area, and public in media/social media.	Staff	PR/Marketing	
		Release stories of successful self-advocates and those who completed the training through social media and media outlets.	Staff	PR/Marketing	
		Contact the federal legislators in grantee areas to publicize the leadership training upon award, before training is scheduled, and towards the end of grant year to communicate successes.	Staff	PR/Marketing	
	Financially support at least four leadership trainings throughout the state.	90 days before contract expires receive renewal proposals/Determine if other contracts need to go out.-By April 1	Grant Funding in the amount of \$150K	Grants	After completing leadership training, 80% of self-advocates and families will be inbetter able to say what they want or what services or supports are important to them.
		Collaborate with SILC to determine if it needs assistance with statewide transportation or other support to assure barriers to participation are removed.		Grants	

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Objective 2: The Council will support the participation of persons with I/DD in cross disability, culturally diverse leadership coalitions, groups, and civic and political life, which addresses issues of importance to persons with I/DD.	Connect 20 self-advocates who completed the leadership training are in a leadership position or a volunteer opportunity within organizations, groups, or commissions.	Meet with leadership training organizations to determine best process for connecting their grads into community orgs.	Staff	Public Policy	20% of self-advocates who engaged in leadership training will be engaged in volunteer and leadership positions in their communities.
		Identify organizations that match self-advocates' interests and have self-advocates apply. Follow up. Trouble-shoot where necessary.	Staff	Public Policy	
		Post municipal boards/commissions info on website, social media & disseminate to disability orgs. Add to it throughout the year as we learn more. Post info on DDD first responder training and speakers bureau.	Staff; faith based and civic groups	PR/Marketing	
		Connect with disability orgs to identify leaders & send info to leaders.	Staff	PR/Marketing	
	Educate at least 10 civic and political organizations on how to create inclusive boards/commissions/opportunities for people with disabilities to engage.	Speak with and hold meetings with AZ Association of Non-Profits and other civic/govt groups to determine their needs.	Staff	PR/Marketing	Increased organizational knowledge of effective inclusive engagement strategies .
		Hold roundtable/forum with other disability groups and interested organizations.	Staff/ Disability Organizations	PR/Marketing	
		Create and disseminate fact sheet/possible webinar. - Spring 2018	Staff (Webinar)	PR/Marketing	
	Complete one participatory budgeting project in underserved area of the state in which self-advocates and their families will participate. (This is the process by which self-advocates and their families score and make decisions on grant applications addressing disability inclusion for/in their area.)	Morrison to complete process. ADDPC to meet with underserved community, draft solicitation, put it out, complete an initial review, and put forward top 3 or 4.	Grant \$40K- to be completed under Inclusion Goal	Grant/ Executive	Participants will have increased their feelings of self-efficacy and control as a result of the exercise.
		Media, researchers, and other foundations included in exercise.		PR/Marketing	
		Legislators and community members notified.		PR/Marketing	

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Objective 3: The Council will establish and promote the success of one or more collaborative, culturally competent self-advocacy coalitions that are led by individuals who have I/DD and that includes representatives of unserved/underserved populations, by providing funding, technical assistance, and supports	Provide four self-advocacy organizations with technical assistance and help with outreach, etc.	Find out from self-advocacy orgs what they need help with - hold round table to help with planning for 2019.	Staff	Executive	Increase support and strengthen four existing self-advocacy groups.
		Find out where and when they meet and post on our website and social media and send to disability organizations.	Staff	PR/Marketing	
		Push out stories of successful self-advocates with help of advocacy orgs.			
	Identify at least two promising practices - statewide, nationally, or internationally- that use communication tools, such as Google Hangout or Face Time, that facilitate sustainability of groups meeting across distances.	Research should include final report with recommendations for Council next steps for 2019. Methods should include interview with Jill Pleasant, web and literature review, and interview with self-advocacy groups here and nationally. -Spring/Summer 2018	Staff	Public Policy	Increase knowledge of self-advocacy organization leaders in ways to increase suatainability of organization.
	Feasablity Study Complete a long term plan with self-advocacy groups to help coordinate them into a statewide advocacy organization. - To be moved to 2019	Identify all disability self-advocacy orgs in AZ.	Staff	Public Policy	Increase knowledge of what needs to be done among organizations to create a statewide organization.
		Meet with all organization self-advocacy groups to determine potential of coordinating into one group.			
		Create a work group of the advocacy orgs to help create long term plan with group buy-in.			
		Write up plan based on feedback from group.			
		Revise plan based on feedback.			
		Draft final plan for review and implementation starting in 2019 (over the next three years), including Council activities and responsibilities.			

Goal: Employment					
Increase awareness of the employment potential of people who have developmental disabilities, link them to resources needed to achieve their employment potential, and foster job creation, hiring, retention, promotion, and self-employment.					
Objectives	Key Activities	Tasks/Projects	Resources	Committee	Outcomes
Objective 1 (1 of 2 pages): In Collaboration with self-advocates, DD network partners, Employment First Core Team, professionals who provide support, and stakeholders, Arizona will become an Employment First State through the development, implementation and promotion of policies and practices that support integrated employment opportunities for people with disabilities.	Conduct 1 Employment media campaign in October focusing on peers setting good examples.	Utilize National Disability Employment Awareness Month (NDEAM) materials produced by ODEP to raise awareness of employment in AZ.	Staff EF Core Team The Arc	Employment PR/Marketing	<p>Raise awareness about disability employment issues and celebrates the many and varied contributions of Arizona’s workers with disabilities. The theme for 2017 is Inclusion Drives Innovation.</p> <p>Governor Ducey advocates employment for people with disabilities.</p> <p>Political support begins to grow.</p> <p>Public knowledge and awareness increases.</p>
		Create and distribute NDEAM press releases.			
		Recruit 2 people with disabilities who are employed, interview them and write story about their successful employment. Incorporate their story into NDEAM activities and for future sharing with Employment First programming.			
		Work with Governor’s Office to issue NDEAM proclamation.			
		Stakeholders work with Governor’s Office to produce Employment First Executive Order.			
	Recruit 3 self-advocates as part of Employment First.	Identify and recruit self-advocates to actively support Employment First and work with stakeholders to implement strategic plan.	Staff, EF Core Team	Employment	Self-advocates will become actively involved in promoting EF principles and policies
		Brief new self-advocates on the principles of Employment First.			
	Fund 1 systems change project supporting Employment First activities, strategies and infrastructure.	SEFAHC will review EF Website Scope of Work.	Grant \$26,000 projected	Employment/ Grants/ Executive	An Employment First Website will provide a critically needed resource to increase public awareness of Employment First Initiatives in Arizona and build support for developing and implementing strategies that will result in a paradigm shift of “employment as the first consideration” for all Arizonans with disabilities.
		Present Employment First Website Scope of Work to Grant and Executive Committees for review discussion, and recommendation.			
		Council will provide funding to develop Employment First Website.			
		EF Core Team and staff will update SEFAHC on Website progress.			

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Objective 1 (2 of 2 pages): In Collaboration with self-advocates, DD network partners, Employment First Core Team, professionals who provide support, and stakeholders, Arizona will become an Employment First State through the development, implementation and promotion of policies and practices that support integrated employment opportunities for people with disabilities.	Recruit 2 self-advocates and 2 employers to share employment experiences.	Identify self-advocates and employers to share positive employment experiences.	Staff EF Core Team Project SEARCH AZ Center for Disability Law	Employment PR/Marketing	Self-advocates have an increased impact on public policy.
		Interview and videotape self-advocates.			Self-advocates develop sustained relationships with ADDPC and Employment First.
		Place videos on ADDPC and Employment First Website.- Move to 2019			Promotes community integrated employment including entrepreneurship with peers and stakeholders.
	Collaborate with 1 coalition of stakeholders to implement Employment First Strategic Plan.	Conduct EF Core Team meeting.	Staff EF Core Team	Employment	An effective collaborative partnership is meeting on a regular basis to implement the Employment First Strategic Plan.
		Prioritize activities.			
		Employment First Core Team will update stakeholders on progress and accomplishments.			
	Promote leadership & accomplishments of Employment First Coalition.	Conduct Employment First Core Team meetings.	Staff EF Core Team	Employment	Progress will be reported on implementation of major actions identified in the Employment First Strategic Plan.
		Conduct Employment First Subcommittee meetings			
		Progress reports will be disseminated to Employment First Core Team			
		Staff will update SEFAHC on Employment First implementation progress and accomplishments			
	Collaborate with stakeholders to establish Association for People Supporting Employment First (APSE) state chapter.	Staff member will become an APSE member	Staff	Employment	Technical assistance and employment best practices.
		Partner with Employment First Core Team members to work with national APSE to establish state chapter			On-line courses become available to members
		Create APSE state chapter Bylaws			Consultation and strategic planning available to increase integrated employment opportunities
		Submit application to become APSE State Chapter			Information on training and certification programs for Job Developers
		Conduct APSE state chapter meetings			
		Discussion on transition of Employment First activities to APSE State Chapter will take place			
		ASPE State Chapter operational plan will be developed-to be moved to 2019			

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Objective 2 (1 of 2 pages): Increase the array of quality life, job and technical skills trainings required for competitive employment, including self-employment for people with disabilities; promote education, credentialing and professional development for employment consultants and job developers.	Create 1 model training program to strengthen workforce and increase employment rates for people with disabilities.	Meet with SEFAHC to discuss model program and identify components, expectations, and projected outcomes.	Grant \$150,000 projected	Employment Grants Executive	1 model training employment program with built-in safety supports will be created.
		Finalize all elements of training program.			
		Meet with Grant Committee to develop Scope of Work.			
		Finalize timeline			
		Issue RFGA			
		Evaluate proposals			
		Recommend award			
	Partner with Special Education Teachers to develop 1 Job Training Program for high school students to receive specific skills for different types of work that interest them. Work with special education teachers to identify students who may wish to receive individual or specialized training. Incorporate public and media relations to highlight training program to encourage students to participate To be moved to 2019	Meet with SEFAHC to discuss Job Training Program and identify components, expectations, and projected outcomes.	Grant \$45,000 projected	Employment/ Grants/ Executive	1 model Job Training Program for high school students created in partnership with special education teachers
		Conduct an inventory of current programs that are similar.			
		Share information collected and recruit special education teachers from rural, tribal and urban communities to participate in a focus group and ask for their input and solicit out of the box and innovative ideas and suggestions for a new program.			
		Convene SEFAHC and share focus group findings.			
		SEFAHC members develop ideas for Scope of Work for new training program.			
		Meet with Grant Committee to develop Scope of Work.			
		Issue RFGA, Evaluate Proposals, Recommend Award			
	Expand opportunities for 5 youth with autism to attend Geek camp.	SARRC representative and SEFAHC member share information with SEFAHC on Geek Camp including program merits, number of participants, participant experiences, social validity, number of eligible students who	Grant \$7,500 projected based on 5 program participant @ \$1,500 each	Employment, Grants, Executive	1 new model program which enables a young adult with autism to participate in an experience of college life. Provides exposure to admissions, dorm life, classes and homework, group projects, and college life skills classes.  Allows youth an opportunity to live away from home for a week and learn skills in robotics, gaming, and coding. Prepares youth for college. Currently Geek Camp is only offered to students who can afford it, providing funding to 5 students with financial needs expands opportunities. Goal is to expand participation in Geek Camp to cross-disability individuals, then move them around the state to underserved areas
		SEFAHC discusses merits of expanding opportunities to participate in Geek Camp.			
		SEFAHC develops pilot program to identify students with financial need and funds participation in Geek Camp			
		SEFAHC members identify components of Scope of Work for Geek Camp program participation			
		Meet with Grant Committee to develop Scope of Work.			
		Issue Solicitation			
		SEFAHC evaluates Geek Camp financial assistance applications and makes recommendations to fund participation by students in underserved areas			
		Selected students participate in Geek Camp			
		Evaluation of Geek Camp participants who received financial assistance is conducted.			

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Objective 2 (2 of 2 pages): Increase the array of quality life, job and technical skills trainings required for competitive employment, including self-employment for people with disabilities; promote education, credentialing and professional development for employment consultants and job developers.	Conduct 1 feasibility study of high tech businesses to pay for innovative training programs; partner with Southwest Autism Research & Resource Center (SARRC) and tech companies. Move to 2019	Conduct meeting with SARRC to identify high tech businesses who may be interested in providing training program for youth and adults with Autism.	Staff SARRC High Tech Companies	Employment	1 new model High Tech training program is created in collaboration with SARRC and businesses.
		Conduct inventory of innovative training programs; identify funding sources.			
		Conduct needs assessment of difficult to recruit high tech positions.			
		Develop strategy to work with high tech businesses to form and provide training consortium.			Optimally a High Tech Training Consortium is created which provides a sustainable training program for youth and adults with Autism.
		Develop high tech training program.			
		Recruit youth and young adults with Autism to participate in training program.			
		Consortium of high tech companies hire individuals with Autism for positions.			
	Partner with Division of Developmental Disabilities (DDD), Vocational Rehabilitation (VR), and Arizona Association of Providers for People with Disabilities (AAPPD) to create and administer 1 model Job Developer Training program	Convene meeting with DDD and VR leadership to discuss partnering to fund 1 Job Developer training and certification program.	Grant \$50,000 projected Staff/ VR/ DDD/ EF Core Team/ Gompers	Employment	1 new model Job Development Training Program is created in partnership with stakeholders.
		Identify best practice Job Developer training and certification programs. Add components and modules as recommended by stakeholders			People with disabilities seeking employment are given professional counseling, assistance and and services which leads to successful employment outcomes.
		Share model job development training program with SEFAHC for review and recommendation.			
		Meet with Grants Committee to develop Scope of Work.			Reduced turnover for job development positions; increased professionalism; career development; increased service and loyalty to employer.
		Issue RFGA.			
		Evaluate proposals			
		Recommend award			

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Objective 3: Promote job creation, hiring, retention, entrepreneurship, and employment awareness best practices to improve employment outcomes for people with disabilities.	Coordinate Arizona Business Leadership Network (AZ BLN) with Employment First, Untapped Arizona and Association of People Supporting Employment First (APSE) (staff and committee).	Meet with AHCCCS and Partners in Brainstorms (PIB) to discuss how Untapped AZ will transition to AZ Business Leadership Network and plans for sustainability.	Staff EF Core Team Untapped AZ AAPPD	Employment	1 new collaborative partnership formed to engage, recommend, support and complement business engagement, job creation, workplace diversity, and competitive employment.
		Based on meetings and discussion with AHCCCS and PIB determine support ADDPC will provide.			
		Brief SEFAHC on discussions.			
		Develop plan for coordination involving leadership from Untapped AZ/AZBLN, Employment First, and APSE.			
	Partner with Arizona Technology Access Program (AzTap) and Yuma VR office to conduct training for staff on self-employment best practices.	Identify key individuals from agencies to partner on project.	Staff AzTAP VR Provider(s)	Employment	Best practice on training VR counselors on entrepreneurship has been created in partnership with VR, provider(s), UCEDD assistive technology, and ADDPC.
		Arrange meeting to discuss and develop training strategy and identify expectations and outcomes.			
		Development timeline.			
		Conduct trainings.			
		Evaluate Effectiveness			
	Fund research to provide an economic analysis of getting people with disabilities employed in Arizona.	Identify and task researcher to perform comprehensive economic analysis focused on Arizona’s PWD population.	Grant \$20,000 projected	Employment PR/Marketing	Policy brief which leads to increased awareness of the economic impact on Arizona’s economy if people with disabilities are employed.



Goal: Inclusion					
Motivate communities to include people of all ages who have developmental disabilities in all aspects of community life.					
Objectives	Key Activities	Tasks/Projects	Resources	Committee	Outcomes
Objective 1: In coordination with DDD, the DD Network, and Raising Special Kids, lead the effort to build a Statewide Community of Practice (COP) that drives system change towards more inclusive culturally and linguistically competent processes and policies across Arizona (This is part of a 5 year project funded by Georgetown University).	Explore, develop/support and adopt approaches for working effectively with culturally and linguistically diverse communities	Identify communities and conduct preliminary research	Staff Time/ COP	Executive	At least two policies and processes were improved to become more accessible to diverse communities
		Prioritize needs of communities			
		Evaluate where we are now, and then develop approaches to incorporate into ADDPC processes and policies			
	Attend at least four trainings/conferences to acquire knowledge	Work with Georgetown Univ., and partners to identify and attend trainings	Staff Time/ COP	Executive	ADDPC staff obtains greater knowledge on how to become more inclusive in approach. Recommenations for procedure changes
		Share information with groups			
	Roll out a CoP dedicated to cultural and linguistic competency and culture change.	Schedule and attend 6 meetings with the leadership team.	Staff time/ potential in-state travel	Executive	Growth of culturally and linguistically competent culture change activities driven by leadership team
		Develop an invitation list of who should be included.			
		Have them identify goals for CoP			
	Cross-promote activities of the CoP to strengthen coornination efforts and increase reach of information.	Identify what practices each org is already doing and what communities each org is visiting	Staff Time	Executive	More people have access to information in diverse formats
		Look for opportunities to coordinate staff/resources		PR/Marketing	
		Coordinate training efforts across the orgs			

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Objectives	Key Activities	Tasks/Projects	Resources	Committee	Outcomes
Objective 2: Increase inclusion and build communities of support for people of all ages who have developmental disabilities and behavioral challenges or who are experiencing a crisis through outreach, education, and system change by working in collaboration with people with developmental disabilities, their families, schools, first responders, other stakeholders, and communities (including Tribal communities)	Coordinate, invite other agency reps, attend, and coordinate training on the needs of DD at least 6 information sharing meetings between DDD, BH, and ADE on how to improve crisis response.	Attend MMIC (Mercy Maricopa Integrated Care) meetings and identify others across the state- Summer/Fall 2018	Staff Time	PR/Marketing	Better information on DD and coordination of information sharing between agencies as a result of regular meetings where agencies are in attendance
		Invite other agencies			
		Meet with other BH providers to highlight gaps in services among autism and other DD groups and invite to meetings			
		Share information learned at groups			
	Collaborate with, update, disseminate and train emergency personnel, providers, people with disabilities and their families with best practice info at least twice in linguistically diverse formats about what to do when there is a state of emergency	Collect information on current system gaps regarding disaster preparedness and the DDD system and what to do about it. Conduct research on barriers and identify best practices - Learn what has already been done- May 2018	Staff Time/ Funding \$25,000	Executive and PR/Marketing	DDD, first responders, and families have best practice information/training on how to respond to people with dd & their families
		Issue progress report on findings and make recommendations to collaborators			
		Hold roundtable meetings to inform all groups on findings, and next steps to move recommendations forward- July-Aug			
		ADDPC approves funding for research, dissemination of info. or trainings- move to 2019		Grants/ Executive	
	Work with one state agency to change the language and images used about people with disabilities and incorporate them more frequently in their programming -January 2018 possibly July	Communications workshop for Department of Economic Security public information officers on covering disability issues through Phoenix-based National Center on Disability and Journalism	Staff Time/ Grant \$10-20K	PPR/Marketing / Grants	Through ADDPC efforts, media & outreach efforts will use People First language and positive stories

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Objectives	Key Activities	Tasks/Projects	Resources	Committee	Outcomes
Objective 3 (1 of 2 pages): Identify and decrease barriers to community life for people who have developmental disabilities through their lifespan by targeting community members, families, and individuals with DD through outreach, education, linkage to community resources, and community engagement activities that promote inclusion.	Create one report on the needs of the refugee community among those with disabilities to determine strategy for their inclusion in 2019 - February 2018 Finish	Meet with disability orgs to determine what is already known. Convene an advisory group	Staff Time	Executive	Brief/Report on needs of refugee community
		Meet with refugee orgs. Interview experts.			
		Collect data if exists on #s with disabilities on policies on how they are helped			
	Meet with leadership of at least two tribal communities to ascertain needs and activities for coming years	Identify which Native Am. Tribes to collaborate with and set up meetings. Can be identified through existing relationships with Council and through DD Network. Highlight ways we can work together.- Nov 2017	Staff Time	Executive	2 tribal communities will partner with ADDPC to ascertain needs; develop list of possible activities for ADDPC to support
	Release solicitation to serve an underserved community by removing barriers based on community feedback and decision-making (part of participatory budgeting initiative)	Staff and ASU MI agree on which underserved community to target	Staff Time	Executive & Grants	Unserved community will be target for funding
		Develop RFGA solicitation; review details with Grants Committee (\$40,000) Showing in Self-Advocacy	Funding up to \$40,000	Grants	RFGA will target specific community/activities
		Release solicitation; do internal evaluation	Staff Time	Grants	ADDPC staff release and do first round of evaluation to make recommendations
		ASU MI to select, train & oversee community members that will make final selection of grantee	Staff Time	Executive & Grants	Identified community selects one grantee for one year funded program
	Provide or support 10 trainings and conferences to self-advocates and their families to help them overcome barriers to community living	Council approved conferences	Staff time/ funding \$3,000?	PR/Marketing	Through ADDPC efforts, self advocates will have info. to make informed choices about how to be inclusive in their community
		Dissemination of caregiver roadmap outputs- potential no cost extension- if necessary	Grant	Grants	
		Webinar Contract with NAU/IHD to be renewed (not to exceed \$12K) at least 4 webinars to be completed	Grant	PR & Grants	

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Objective 3 (2 of 2 pages): Identify and decrease barriers to community life for people who have developmental disabilities through their lifespan by targeting community members, families, and individuals with DD through outreach, education, linkage to community resources, and community engagement activities that promote inclusion	Develop and execute a plan to reach underserved people with disabilities through a Get Out the Vote campaign	Meet with disability orgs to determine what is already being done; identify gaps and make plan to address them (group homes already identified)	Staff/\$10,000 postage and printing to assist Get Out the Vote in group homes in particular	Public Policy PR/Marketing Grants, if contract is necessary	There will be greater awareness and access to info about right to vote and upcoming elections among sub-groups of people with disabilities not previously targeted as a result of outreach efforts
		Disseminate voting info materials in plain language and alternative formats - work with sec of state and clean elections to identify available resources. Focus on mail-in ballots, since ACDL focused on polling places.			
	Conduct one study of the status of guardianships and limited guardianships in AZ to determine the status of PWDs rights to limited guardianships and supported decision-making to plan for 2019	Talk to TX Council on DD and get materials. Meet with current orgs that are working in this space and determine where gaps lie. Create advisory group. Collect and/or review existing data. Write a brief about the status of supported decision-making in AZ and plan for next steps to formalize into policy	Staff	Public Policy	AZ policies will be targeted to be revised in 2019 to give people with disabilities greater opportunities to be their own guardian
	Work with organizations or groups on at least six different occasions to overcome barriers and/or ensure the needs of people with DD and their families are included in programming, services, and/or policies	In work with community members, continue to advocate for the voices and needs of people with DD be included and continue to follow up to ensure changes are made	Staff	All Committees	At least six different organizations groups will have included the needs of people with DD in their policies, programming, or services
	Work with at least six townships/cities to administer ADA training to their staff to better deal with issues stemming from the public. Push out key findings in a brief.	Work with Public Policy committee to develop survey of what we want to know from towns. Continue to call townships/cities through AZ to determine how they handle ADA complaints; who is the ADA person; what kind of training they have; what kind of support they need; and if they have a disability commission. If needs support, pushout already completed ADA webinar and offer additional resources. Follow up to determine progress or effectiveness. Write up brief about results.	Staff	Public Policy	More local govts will have access to resources to make their towns more accessible